take care®
by WageWorks

Health Care Flexible Spending Accounts

Flexible Spending Accounts (FSA) allows you to set aside up to $2600 pre-tax dollars at the beginning of the year for out of pocket medical expenses that will be incurred. There are two components of this option that are significant - everyone has out of pocket medical expenses AND the pre-tax elections will add to your savings. Some eligible expenses are the following:

- Co-pays for medical visits (range $25-$50 per visit)
- Healthcare deductibles
- Prescriptions
- Out of pocket dental expenses
- Vision care-including laser vision correction
- Physical therapy, chiropractic care, acupuncture
- For a list of eligible Health Care expenses go to: https://www.wageworks.com/employees/support-center/healthcare-fsa-eligible-expenses-table

How Health Care FSA Works

Simply use your take care by WageWorks Visa debit card to pay for eligible medical expenses. In some cases receipt copies are not requested BUT always keep your receipts in the event the claims department needs additional documentation.

Claims can be processed up to 90 days after the plan year ends for the previous year's expenses. Remember, the expense must be incurred during the plan year (01/01/2017-12/31/2017).

The "Use It or Lose It" era has ended!!!! If at the end of the plan year all medical FSA expenses have not been used AND you submitted a new FSA Enrollment form during Open Enrollment, you can rollover up to $500 into the next plan year.

Dependent Day Care/Elder Care Flexible Spending Accounts

Dependent Day Care lets you set aside up to $5000 pre-tax annually for childcare/eldercare expenses. These expenses include babysitting or au pair services, before/after school programs, elder day care and summer camps. For a list of eligible Day Care expenses go to: https://www.wageworks.com/employees/support-center/dcfsa-eligible-expenses-table. Day Care expenses are reimbursed using the take care by WageWorks Dependent Care claim form.

FSA Tax Savings Examples

$2500 annual election	$1500 annual election	$1000 annual election
25% taxes (20-40%typical)	25% taxes(20-40% typical)	25% taxes
$625 tax savings	$375 tax savings	$250 tax savings

How to Enroll/Deadlines

In order to take advantage of this benefit you must submit your enrollment form within 30 days of your hire date or benefit eligibility date.